



Supplier Code of Conduct

of

CK Power Public Company Limited and its Affiliated Companies



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Supplier Code of Conduct

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Objectives

To encourage suppliers of CK Power Public Company Limited (the “Company”) and its affiliated companies to have a commitment to business operations with sustainability by taking into account environment, society, and corporate governance, the Company and its affiliated companies thus establish the Supplier Code of Conduct so that the suppliers can apply the same as practical guidelines in business operations in accordance with laws and the Company’s Code of Conduct, together with international standards. In this regard, the importance and support are given to the suppliers of the Company and its affiliated companies to operate business with transparency, respect for human rights, equal treatment towards labor, and compliance with the safety, occupational health and environment standards, as well as monitoring to ensure that such operations shall be in strict compliance with this Code of Conduct.

Scope

Supplier Code of Conduct

1. Business Ethics

1.1 Corporate Governance

- Suppliers shall comply with laws and regulations related to business operations with honesty, integrity, transparency and auditability by taking into account stakeholders pursuant to the Principles of Good Corporate Governance.

1.2 Equal and Fair Treatment

- Suppliers shall operate business transparently, and treat suppliers or stakeholders equally and fairly.

1.3 Intellectual Property

- Suppliers shall not act in violation of others’ intellectual property and shall support to ensure measures for preventing intellectual property infringement.

1.4 Disclosure and Confidentiality

- Suppliers shall correctly and completely disclose their own information as required by laws and shall not disseminate any suppliers’ confidential information or any information received by them from dealing with suppliers without consent, as well as refraining from using such information for personal gain.

1.5 Delivery and Quality of Products or Services

- To strictly comply with contracts and conditions as mutually agreed with suppliers, including requirements which are applicable under related laws.
- To take the full accountability for quality of products or services supplied to suppliers.

1.6 Compliance with Laws

- Suppliers shall give priority to compliance with all related laws, requirements and regulations.

2. Human Rights and Labor

2.1 Non-discrimination

- Suppliers shall equally treat all employees, without any discrimination based on physical appearance, mental attitude, race, religion, gender, age, education, political party, sexual orientation, labor union membership.

2.2 Labor Protection

- Suppliers shall not employ a child under the age as required by law to work. If the suppliers employ any child labor, the suppliers shall arrange for such child law to be protected as required by laws in all respects, and it shall be auditable.
- Suppliers shall not require any female employee to work which may be hazardous to her health and safety. A female employee who is pregnant shall be protected and obtain privileges as required by laws.
- In case of foreign labor, the suppliers shall fully comply with applicable laws.

2.3 Unforced Labor

- Suppliers shall employ labor with respect for the human dignity, and shall not employ labor by coercion, threat, detention, deprivation of rights, violation, human trafficking, and shall not employ labor by force to work which is not suitable for his physical appearance, including use of all forms of violence.

2.4 Payment of Wages, Benefits and Work Duration

- Suppliers shall pay the wages, overtime pay, holiday pay, including benefits to which employees are entitled under laws, to employees at the rates not lower than those required by laws.
- Suppliers shall not require an employee to work for a work period of more than that as required by law. Working on overtime and holiday must be voluntary on the employee's part. Moreover, holidays and leave shall be given to an employee for a period not less than that required by law.

3. Safety and Occupational Health**3.1 Safety and Environment at Work**

- Suppliers shall comply with safety and occupational health laws, provide a working environment which is safe in order to minimize and control possible injuries or illnesses or accidents or emergencies.

3.2 Personal Protective Equipment

- Suppliers shall provide the personal protective equipment which is in a ready-to-use condition, suitable for work, and sufficient for employees.

3.3 Emergency Preparedness

- Suppliers shall set out an emergency response plan and communicate such plan with employees to ensure they understand how to practice correctly and safely when an emergency occurs.

4. Working Environment Management

- Suppliers shall properly deal with the environmental matters in accordance with laws and regulations specified by the government sector.
- Suppliers shall formulate measures to efficiently prevent, remedy and minimize environmental impacts.
- Suppliers shall encourage employees to economize on the use of the environmental resources with efficiency and shall not take any act which may adversely impact on environment.

5. Social Responsibility

- Suppliers should carry out business operations with concern about community and social impacts resulting from their own operations, and shall respect for cultures, local traditions, as well as providing cooperation with communities, and serve as a part in development of communities and societies on an occasional basis and as appropriate.

It is hereby announced for general acknowledgment and action.

(Dr. Thanong Bidaya)

Chairman of the Board of Directors